



TUC Workshop: Negotiating Better Sick Pay 15 November 2023

Outline: Introduction to LRD and why sick pay and sickness absence procedures are important: income protection; health protection; employment protection.

Activity 1:

In small groups discuss the sick pay/absence issues you are facing and your priorities: Eg

- Raising level of occupational sick pay (close to normal earnings)
- Reducing/eliminating waiting times
- Reducing/eliminating qualifying rules
- Reducing service requirements
- Ending two-tier conditions/harmonising OSP
- Problems with the sickness absence scheme – trigger points, having separate disability leave, excluding long Covid absence, absence linked to the menopause for example.

Feedback

Presentation on Statutory Sick Pay, Occupational Sick Pay and Sickness Absence

Questions

Activity 2:

In small groups, list three action points to deal with the issues you identified in the first session.

Feedback/summary



TUC Workshop: Negotiating Better Sick Pay 15 November 2023 Resources list

Sickness absence and sick pay – A guide for trade unions and working people (LRD) (March 2022)

Claim your 20% discount on this LRD guide. Your coupon code is:

TUCREP23

Use it once you have clicked through to the checkout.

Click here: https://bit.ly/TUC_sickness_absence_sick_pay_discount

Or Scan code below



UK's sick pay scheme is unfit for purpose, Labour Research March 2023 (p13-15) (see handout)

Negotiating sickness absence agreements, A guide for UNISON branches (updated March 2023)

<https://www.unison.org.uk/content/uploads/2022/04/27205.pdf>

What should an effective sick pay system look like? CIPD recommendations for ensuring a financial safety net for workers during illness (December 2021)

[What should an effective sick pay system look like? CIPD recommendations for ensuring a financial safety net for workers during illness](#)

Statistics

Sickness absence in the UK labour market: 2022 (Figures released April 2023)

[Sickness absence in the UK labour market - Office for National Statistics \(ons.gov.uk\)](#)

CIPD's 2023 Health and wellbeing at work survey, supported by Simplyhealth

[Workplace absences soar to highest level in over a decade, finds new report | CIPD](#)

Health and Safety Executive (Official figures) *Health and safety at work Summary statistics for Great Britain 2022* [Health and safety statistics 2022 \(hse.gov.uk\)](#)

Hazards Campaign: *The Whole Story: Work-related injuries, illnesses and deaths (Updated March 2023)*

[The Whole Story: Work-related injuries, illness and deaths - updated March 2023 \(office.com\)](#)